



**The  
Sacramento  
Housing And  
Redevelopment  
Agency  
Is Seeking A  
Director, Housing  
Policy And  
Development**

SACRAMENTO

## A UNIQUE OPPORTUNITY

The Sacramento Housing and Redevelopment Agency (SHRA) is seeking a collaborative, astute leader to become the Director of Housing and Policy Development. This position reports to the SHRA Executive Director and will have full oversight over the operations and administration. The Director must be an excellent communicator and an experienced professional who is politically astute and has an entrepreneurial spirit.

## THE SACRAMENTO AREA

Sacramento – California's capital city, historic center of the Gold Rush and the center of state government. This vibrant metropolis, that is one of the fastest growing cities in the nation, is known by a number of different nicknames:

“camellia capital” for the city flower found so abundantly in Sacramento neighborhoods; “city of trees” due to the countless miles of tree-lined streets and wooded parks in the region; and “river city” by virtue of two major rivers (Sacramento and American) that converge near historic Old Sacramento. Clearly, Sacramento is much more than just the “capital city.”



Conveniently located halfway between the Pacific Ocean (San Francisco) to the west, and the Sierra Nevada Mountains (Lake Tahoe) to the east, the area remains one of the fastest growing regions in the country. Sacramento County has a population of 1.3 million, and according to the U.S. Census Bureau is the 10th fastest growing county in the United States. With a population of 450,000, Sacramento is the 7th largest city in California.

Many factors contribute to the economic success of the region. A principal reason Sacramento has retained its attractiveness is that it offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, moderate housing prices, reasonable cost of living, and competitive salaries. The current median home price in Sacramento County is \$387,000. Sacramento is proud of its cultural diversity. In fact, *Time Magazine* recently found Sacramento to be the most integrated city in the country.

The Sacramento region offers amenities that are attractive to those with an active lifestyle. Hiking, biking, golfing, snow-skiing, water-skiing, house-boating, wine-tasting, and other sports and recreational opportunities abound. Educational opportunities are plentiful, with the Sacramento region being home to California State University - Sacramento; University of California at Davis; Sacramento City College; McGeorge School of Law and other community and four-year college programs.

Sacramento boasts the very exciting *Sacramento Kings* NBA basketball team, the reigning WNBA champion *Sacramento Monarchs*, the 2003 and 2004 Pacific Coast League champion *Sacramento River Cats* baseball team, the *Sacramento Capitals* of World Team Tennis, the annual world-class *Dixieland Jazz Jubilee*, and many other recreational, entertainment and cultural activities. Each December, Sacramento attracts some of the world's top long distance runners to the *California International Marathon*. *Historic Old Sacramento*, the *State Railroad Museum*, *Crocker Art Museum*, *Governor's Mansion*, *Sacramento Zoo*, *Sutter's Fort*, *American River Parkway*, *Music Circus*, *Sacramento Convention Center*, *California State History Museum* and *State Capitol Building* are other attractions located in the immediate area. Top-name entertainers perform at *Arco Arena* and *Memorial Auditorium*. Each summer Sacramento hosts the *California State Fair* which attracts more than one million visitors annually and Sacramento has become a regular host for the *NCAA Track and Field finals* and the *US Olympic Track and Field trials*.

## THE SHRA

The Sacramento Housing and Redevelopment Agency is a Joint Powers Authority created as a public agency by the City and County of Sacramento in 1973. SHRA is the lead public agency and public developer for the city and the county regarding affordable housing, public housing and redevelopment projects and issues. SHRA currently employs 308 people and has a FY 2006 budget of \$176 million. The Agency is one of the largest of its kind in the state and receives more federal funding for community development than any other entity in Northern and Central California. SHRA departments and offices include: Housing Authority; Community Development (city and county); Finance; Legal; Information Technology; Human Resources; Program Operations; Public Information and Executive Management. The SHRA Governing Boards consist of the City Council of the City of Sacramento and the Board of Supervisors of the County of Sacramento.

## HOUSING POLICY AND DEVELOPMENT

The Department staff works collaboratively with City and County staff on the development and implementation of the City and County's housing policy including: Mixed Income Housing Ordinance, 10 Year Plan to End Chronic Homelessness and Single Room Occupancy strategy.

The newly configured Housing Policy and Development department is the lead department in the Agency responsible for the housing preservation and development of affordable housing in the City and County of Sacramento. Through a variety of funding sources the staff works with private for-profit and non-profit affordable housing developers by providing gap financing and issuing private activity mortgage revenue bonds. Over the past 10 years, the Agency has assisted in the creation of over 8,900 affordable units in projects costing over \$1.1 billion. In 2005, SHRA issued over \$53 million in tax exempt mortgage revenue bonds and \$16 million in Agency loans allowing for over 1,200 affordable housing units.

## SHRA VISION:

*Our vision is a Sacramento Region where:*

*All neighborhoods are excellent places to live, work and do business*

*All people have access to decent, safe and affordable housing*

*Jobs and financial self-sufficiency are attainable for everyone*

*The metropolitan community has a vital economic and cultural base*

The department staff plays a lead role in financing of Agency-owned and related entity owned developments. An example of such is the Phoenix Park project, a \$85 million 360-unit apartment complex converted from 464 condominiums. The financial structure of this project included 9% Low Income Housing Tax Credits, 4% Low Income Housing Tax Credits, mortgage revenue bonds, State Multifamily Housing Program fund, FHLB Affordable Housing Program grant, a variety of local funds, and a subordinated ground lease from the Housing Authority. The Agency is expected to continue to expand the role of developing affordable and mixed-income housing.

The department manages the federal HOME funds, City and County Housing Trust Funds and County Fee Waiver and Deferral Program. The staff works closely with the Community Development staff to identify and implement the use of Housing Set-Aside funds from the Agency's 13 redevelopment areas.

As one of the leaders of affordable housing production in the State, staff activity participates in the development of State affordable housing policies and works with other local jurisdictions to ensure fair representation of local government views at the State level.

Additional Department responsibilities also include:

- Monitor compliance with regulations governing Agency services and funding sources.
- Serve as liaison to government officials, community groups and other stakeholder organizations.
- Respond to requests from developers who are interested in partnering with SHRA.

Department resources include 21.5 FTE with an operating budget of approximately \$3.5 million. Over \$23 million is available in 2006 for single and multi-family affordable housing development.



## QUALIFICATIONS AND COMPETENCIES

The Director must be a highly skilled individual with extensive management and administrative skills. The Director must have familiarity and experience with national housing and community development policy, affordable housing policy and housing finance issues. The Director must be able to work effectively with both executive management and staff. The ideal candidate is a strategic thinker capable of implementation through team work and collaboration and must be able to communicate effectively with people from all walks of life, including tenants, elected officials, commissioners, executive team members, and the press. SHRA seeks a professional with a blend of financial expertise, housing policy savvy and a passion and commitment for the development and preservation of affordable housing for the citizens of the region.

SHRA is California's only combined city-county Housing and Redevelopment Agency. The successful candidate is a team player with the proven ability to work collaboratively with both the housing authority and redevelopment agency.

As a member of the Agency's executive management team, the Director will share leadership responsibility to establish agency-wide objectives and guide the implementation thereof through programs and practices reflecting the Agency's vision, strategic plan and organizational culture. A Bachelor's degree in business, public administration or closely related field and substantial relevant experience are required. The Director must maintain a valid California driver's license and insurability.



In addition to the foregoing requirements, SHRA leaders have identified the following additional abilities and skills that the ideal candidate will possess:

- Inclusive, team-building management style
- Excellent communication skills and the ability to work effectively with a diverse population
- Politically astute without being political
- Strategic orientation and ability to anticipate issues and problems
- Track record of success in promoting measures designed to increase organization efficiency and effectiveness
- Strong leadership and staff coaching skills, with a commitment to staff development
- Ability to foster positive employee relations in a union environment
- An established network of national public housing contacts
- Focused on both internal and external customer service







- Track record of solid budgeting experience and expertise
- Willing to take reasonable risks and attempt innovative approaches to issues
- Maintains very high ethical standards – a person of exceptional character who naturally earns the confidence and trust of others
- Flexible, creative and unbiased
- Sense of humor

## COMPENSATION

Salary range: \$97,458 - \$118,461

A very competitive benefit program includes:

- Public Employees Retirement System (PERS 2% @ 55) coordinated with Social Security. SHRA pays the employee's 4% of the employee's share of PERS.
- 13.5 paid holidays, 5 days of management leave and 12 days of sick leave
- Generous vacation allowance based on tenure
- Medical, Dental and Vision Insurance (SHRA covers employee and portion of dependent coverage)
- Deferred Compensation Plan
- Long-term Disability and Group Term Life Insurance (\$50,000)
- Tuition Reimbursement Program
- \$200 Monthly Vehicle Allowance and Free Office Parking
- Parental Leave and Dependent Care Reimbursement Program



## APPLICATION AND SELECTION PROCEDURE

The final filing date for this position is **Monday, March 6, 2006**. To be considered for this challenging and rewarding career opportunity, please submit your resume, list of three work-related references and current salary. Resumes should reflect years **and** months of positions held, as well as size of staff and budgets you have managed. Forward your materials to Stuart Satow:



CPS Executive Search  
241 Lathrop Way  
Sacramento, CA 95815  
Tel: (916) 263-1401; Fax: (916) 561-7205  
E-mail: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)  
Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Resumes will be screened in the order they are received in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be invited to participate in a preliminary screening interview with the consultants. SHRA will select semi-finalists to participate in Agency interviews in early April. An appointment is expected in early May, after follow-up interviews with finalists and extensive reference/background checks to be coordinated with the candidates. For additional information about this opportunity please contact Stuart Satow.

Visit the SHRA website at: [www.shra.org](http://www.shra.org)

